



District Leader

Biographical Information

Candidate's Name: **Steve Campion**

Candidate's Office: **Program Quality Director** District Number: **71**

Toastmasters member since: **2015**

Education:

**Masters in Business Administration (MBA); B.Sc (honours) in Computer Science
Distinguished Toastmaster; Dynamic Leadership Level 5; Effective Coaching Level 4; Trained club coach
Intermediate Spanish**

Toastmasters offices held and terms of service:

**Club Growth Director; District Administration Manager (two terms); Division Director; Area Director
Club President (community & advanced club), VP Education (two community & one corporate), VP Membership (pre-charter); VP PR (advanced club); Secretary (two community & one advanced); Treasurer (community & pre-charter); new club sponsor (two community; one corporate); new club mentor (community & corporate)**

Toastmasters honors and recognition:

**Distinguished Toastmaster
President of two clubs that were President's Distinguished
As Area Director, all six clubs achieved President's Distinguished
As Division Director, the Division achieved President's Distinguished with no club loss and two new clubs**

Relevant work experience and how it relates to Toastmasters and your role as a District leader:

I have 25+ years of building and managing HR services and technologies in global organisations. This means that I'm able to build relationships, understand complex problems and work collaboratively in order to provide solutions that are effective, efficient and serve the needs of all stakeholders.

What experience do you have in strategic planning?

I currently lead the core HR technology function for one of the world's largest hospitality businesses. I have previously run my own business, which involved developing sales propositions, nurturing clients and managing cash flow. I've been the Head of Strategic Development for a leading recruitment business, identifying critical market segments and building business capabilities to meet market needs

What experience do you have in the area of finance?

In my career I've had profit & loss responsibility for several projects and business functions. I have run my own business and prepared client proposals, business cases and revenue models. I'm familiar with common financial practices, UK small business accounting and VAT reporting. I specialised in financial strategy as part of my MBA

What experience do you have in developing procedures?

A core aspect of my professional career is creating processes and procedures that work reliably on a global scale. To do this I listen to the needs and preferences of a range of stakeholders and then collaborate with the team to design a solution. This includes not only the process itself but also plans for communication, training and change management

What lessons did you learn from previous leadership positions?

Always look for opportunities to do things better, and then do something about it. Be prepared to try new things (and encourage others to do them), reflect on the results and keep improving.
Never underestimate the work required in building a high-performance team with a shared vision.
Be realistic about the time that it will take to make meaningful, lasting change

Why do you want to serve as a District leader?

I didn't join Toastmasters because I wanted a leadership role. I did it as I wanted to learn more about communicating with people. However, I discovered that I've often been encouraged to take on more responsibility and each time I said "yes" I found I was able to help others achieve things that they previously thought were impossible. My experience so far as a District leader makes me believe I can make more of a contribution to the success of the District in the future

In your opinion, what are the District mission's major objectives and how would you work to achieve them?

New club growth: Encourage a structured, team-based approach for developing and nurturing prospects
Training of District leaders and club leaders: Ensure that everyone who steps up to a leadership role receives the training and guidance they need to be effective. Establish mechanisms for regular feedback.

Additional information about yourself:

I've lived and worked in the UK and USA. I have worked from home for many years so am familiar with working with remote teams and having the self-discipline to meet deadlines and commitments. I tend to be analytical and I believe that statistics don't need to be boring. I also believe that Ralph Smedley's statement "we learn best in moments of enjoyment" reminds us of the importance of having fun!